NATIONAL COUNCIL BULLETIN

A Service of Information, Interpretation, and Leadership for Member Associations

National Council, Young Men's Christian Associations of the United States
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The Y.M.C.A.--A Strong, Constructive Influence

Address by JOHN D. ROCKEFELLER, III, before the Century Club of the Harlem Branch of the New York City Y.M.C.A.[1]

I WANT you to know how much I appreciate being invited to come here this evening. The Harlem Y.M.C.A. has many great and good friends, and I am conscious that you have been addressed on such occasions as these by very distinguished speakers.

The Young Men's Christian Association, as we all know, has been a strong, constructive influence throughout the world for more than 100 years. Its service to millions of young men is measured in terms of its effects on their individual lives. It is a vital force for the well-being of young people of virtually all races and nations.

Why is this so? What has made it strong? What has made it survive and prosper for more than a century?

The "Y" here in Harlem—working vigorously and actively with thousands of young people who very much need its help—is approaching its own half century mark.

What has made it live? Why are so many prominent men and women of this entire area (and beyond) its friends? Why are they contributing—through the Century Club, your Annual Sports Achievement Dinner, and in other ways—not only money but personal leadership to the work you are doing?

As I think about questions like these, and try to answer them for myself, I am reminded of some simple truths which, I believe, we may be in danger of forgetting today. I would like to talk about them briefly this evening because I think they are important to all of us.

The first is this:

Men are drawn irresistibly to great causes and high purposes.

The "Y" here in Harlem has been successful, just as the "Y" generally has been successful, because it has great objectives.

We talk so much about science—we think so much about our material problems—we are so dependent upon machines and physical things—that we are, I think, in danger of losing our sense of values and forgetting the things in life which really count.

I don't for a moment minimize the importance of physical needs. It is, in fact, one of the prime purposes of the Y.M.C.A. here and everywhere to be concerned with the physical needs of men as well as the needs of the spirit.

Furthermore, I don't want to underestimate the value of our great material accomplishments in this country. Ours is a tremendous physical achievement—and it may be that the material strength of our nation today is the best safeguard of human freedom in the world and the best assurance that we can move forward constructively toward a better world.

But it is wise to remember, I think, that "men do not live by bread alone"—they are not drawn solely by the hope of material advantages. The spirit must be fed as well as the body. Certainly the friends and supporters of the Harlem "Y" are drawn to it because it has great objectives and they want the satisfactions which come from associating themselves with great causes and high purposes.

As we look back over history we see that this has always been so. Our forefathers fought and took grave risks for principles which seemed to them essential to a life in which the spirit could be free. Their strength lay in the powerful appeal which they made to the sense of right and justice in men. They appealed to the conscience of mankind. It is a powerful appeal. It still rings through the world.

This truth—that men are drawn to great causes—should be a constant source of encouragement and strength to all of us. If our country is to meet the challenges which the world situation presents, and if it is to live up to the responsibility which it now so clearly faces, we must be strong physically, but we must also be strong morally and spiritually.

As we think about the work of the Harlem Y.M.C.A. and its many friends a second truth seems to me apparent:

More than anything else, progress depends upon the basic worth and character of individuals—their courage, self-reliance and faith—their initiative and self-sacrifice—their sense of the public welfare.

Let me speak, first, about two of your good friends—the President of the Brooklyn National League Baseball Club—sometimes called the Dodgers—and the second baseman of that team.

Branch Rickey is one of the best-known men in the world of sports to-

(Continued on page 6)

[1] Some 250 guests participated in the Ninth Annual Dinner of the Century Club, men who raise or give $100 or more annually toward the support of the Harlem Y.M.C.A. Toastmaster was Samuel J. Battle, Parole Commissioner of New York City. Among the top stars in sportsdom present were Jackie Robinson and Roy Campanella, who are again coaching boys at the Harlem Y.M.C.A. during the winter and spring months.

Nystrom Appointed Executive of Y.M.C.A. Centennial Convention

Joel E. Nystrom returns from Uruguay, South America, on January 9 to become executive secretary of the North American Y.M.C.A. Centennial Convention, already announced for June 21-24, 1951.

For the past nine years Mr. Nystrom has been a secretary of the South American Federation of Y.M.C.A.'s. Before joining the World Service staff, he spent two years as secretary of the Intercollegiate Branch of the New York City Y.M.C.A. He entered Y.M.C.A. work in 1925, serving as religious and membership secretary of the West Side Branch in New York until 1933. He then served for some three years as educational director of the C.C.C. program sponsored by the U. S. Office of Education.

Koehler Retires from Executive Leadership of World Youth Fund

After thirty-six years as a secretary of the Minneapolis Y.M.C.A., the last twenty-three as general secretary, Frank O. Koehler accepted a very difficult assignment when, in the fall of 1948, he came on the National Council staff as director of the World Youth Fund. The early, dramatic part of the campaign was over. Associations were digging in to try to finish this important task.

In the fall of 1948 campaign reports from local Associations totaled $5,292,-074; cash in hand $3,918,462. As a result of Mr. Koehler's leadership in helping State and Area World Youth Fund Committees complete unfinished campaigns and launch other programs in support of the World Youth Fund, balances as of November 30, 1949 were: campaign reports—$5,638,807, cash received—$4,768,231. These funds have helped scores of Y.M.C.A.'s around the world restore their buildings, train secretaries, and continue the rehabilitation of others who suffered so greatly during the war.

Mr. Koehler's year with the World Youth Fund was a fitting climax to a life of service as a Young Men's Christian Association Secretary. He "retired" December 31, 1949.

Emery M. Nelson, associate executive of the International Committee, is assuming the leadership of the World Youth Fund.

New Editor for "Intercollegian"

John Oliver Nelson, editor of *The Intercollegian* for the past seven years, has resigned because of the pressure of his responsibilities as secretary of the Commission on the Ministry of the Federal Council of Churches. Until the appointment of his successor Harold B. Ingalls, program secretary of the Student Department, will serve as chairman of the editorial board, working with Fern Babcock of the Student Y.W.C.A. and Genevieve Schneider, managing editor. In addition to the Student Y.M.C.A. and Y.W.C.A., the Student Volunteer Movement, and the Student Work Departments of the Congregational and Northern Baptist Churches have part in publishing this lively student Christian journal.

► Plans for the quadrennial National Assembly of the Student Christian Association will be sent to all Student Y.M.C.A.'s, Y.W.C.A.'s, and C.A.'s shortly. They include a program of preassembly discussions around issues of policy and program for the next four years. The Assembly, which is to be a working session, will be held during the 1950 Christmas season at a midwestern college.

► About one hundred college students and Christian Association staff members will have the opportunity to participate in work-study seminars in Europe next summer. The five or six groups will go over on student ships and follow varied programs in Europe until they unite in late August for a conference of the World's Student Christian Federation. Groups will participate in work camps in Berlin and Bremen, study with an international group in Gottingen, attend a British S.C.M. conference, and study cooperatives in the Scandinavian countries.

Clearer Interpretation of "Y" Needed Say Public Relations Executives

One of the basic public relations problems facing the Y.M.C.A. is that of getting across to the public a clearer understanding of what the Y.M.C.A. is and does.

This was one of the conclusions reached by a dozen Y.M.C.A. public relations executives when they met in Columbus, Ohio, last month in conjunction with the Business Administration Conference. The public relations people pointed out that most Y.M.C.A.'s now receive a surprisingly large amount of publicity when measured on the basis of newspaper column inches or radio time, but that much of this publicity left the public with little better knowledge about the Association.

Among the corrective measures suggested was the planning of special events aimed to interpret specific aspects of our work. Other concerns of the public relations executives included the function of public relations committees, the distinction between public relations and publicity, the setting up of a system for the inter-change of public relations ideas and materials, and a consideration of the possibilities of organizing a professional society of Y.M.C.A. public relations people.

The public relations executives were joined in their discussions by an equal number of general secretaries.

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J. E. SPROUL, Editor

NATIONAL COUNCIL OF Y.M.C.A.'S
CORPORATE BODY:
INTERNATIONAL COMMITTEE OF
YOUNG MEN'S CHRISTIAN ASSOCIATIONS

291 Broadway, New York 7, N. Y.

EUGENE R. McCARTHY
President

HARPER SIBLEY
Chairman, National Board

JAMES C. DONNELL, II
Chairman, Executive Committee, National Board

EUGENE E. BARNETT
General Secretary

National Board in Action

This picture was taken at the October, 1949 meeting of the National Board of the Young Men's Christian Associations, held in Philadelphia. The Board meets next on January 28 and 29 at the Hotel Statler in New York.

In the chair is Harper Sibley of Rochester, New York, chairman of the Board and former president of the United States Chamber of Commerce. Handling questions on a report is William E. Speers, chairman of the Administrative Committee, president of James McCutcheon and Company, and former mayor of Montclair, New Jersey.

Study of Formula Revision Under Way

The Committee on Formula met in Chicago, November 30, to study the formula used in computing local Y.M.C.A. percentage support of the General Agencies in accordance with the 1949 action of the National Council. Members of the committee are Hugh C. Gruwell, Phoenix, Arizona, chairman; M. A. Abernathy, Shreveport, Louisiana; Herbert T. Baldwin, Westport, Connecticut; W. A. Lindell, Paterson, New Jersey; Charles W. Mead, Omaha, Nebraska; Louis S. Pierce, Cleveland, Ohio; Roy A. Ramseyer, Bloomington, Illinois; William G. Schmiederer, Kansas City, Missouri; and Norman H. Smith, Green Bay, Wisconsin.

A consulting group, widely representative of areas and states, has been appointed by the National Board to cooperate with the committee in securing viewpoints of Associations and appraising present practices and experiences. Members of the group are; Howard J. Anderson, Manchester, New Hampshire; Joseph A. Chadbourne, Westfield, Massachusetts; Richard Cowles, Burlington, Vermont; Tinkham Gilbert, Salem, Oregon; Edmund G. Hauff, Allentown, Pennsylvania; H. E. Hudson, Anderson, Indiana; J. A. Kellenberger, Greensboro, North Carolina; Robert W. Kise, Schenectady, New York; John D. Maynard, Birmingham. Michigan; Frank O. Stephens, Auburn, Maine; Dr. Jesse W. Stillman, Wilmington, Delaware; and Howard Tellepson, Houston, Texas.

In this first, and very comprehensive, meeting the committee reviewed the steps in the development of the present formula, studied the items on which support is computed, analyzed aggregate income accruing to General Agencies from each category, established certain principles as fundamental in considering proposed changes, reviewed present practices and perplexities, and explored proposals for modification submitted by local Associations.

The next meeting of the committee is scheduled for January 30, 1950. Any Associations desiring to make suggestions should document and forward the proposals through its area or state representative on the committee or consulting group prior to January 24, 1950.

Committee on Membership Policies Outlines Responsibilities

The newly organized Committee on Membership Policies held its first meeting in Chicago, on November 19.

An immediate responsibility of the committee is planning for discussion at workshop sessions to be held in connection with the National Council meeting next May of the topic, "Building a Better Informed and More Responsible Membership in the Local Y.M.C.A." Emphasis will be on the particular interests and concerns of local leaders.

Three sub-committees were appointed to work on specific assignments between meetings of the full committee: Committee on Responsible Membership, chaired by C. C. Robbins, Membership Classification, E. H. Backey, chairman; and Local Policies and Forms, Palmer K. Larson, chairman.

Members of the Committee on Membership Policies are:

Carlton L. Fischer, Chicago, chairman; E. H. Backey, Findlay, Ohio; Benjamin Baltzer, Chicago; Robert K. Bantz, New Haven; Harold F. Brigham, Indianapolis; L. Wayne Emory, Everett, Washington; Earl I. Eymann, Reedley, California; J. T. Forrester, Chicago; Charles H. Frazier, Spokane; Roger M. Gray, Mansfield, Ohio; James E. Grunert, Harrisburg, Pennsylvania; Henry H. Harper, Buffalo; Roscoe Hayes, West Newton, Massachusetts; Elmer O. Hill, Detroit; Raymond O. Jondahl, Racine, Wisconsin; Howard H. Kustermann, Colorado Springs; Palmer K. Larson, Sioux Falls, South Dakota; Charles E. Lee, Springfield, Massachusetts; Lloyd L. McClow, Chicago; George F. Murray, Green Bay, Wisconsin; Judge J. Ronald Regnier, Hartford, Connecticut; Thomas Riding, Springvale, Maine; C. C. Robbins, Chicago; Kenneth B. Self, Kansas City; Champe J. Stoakes, Joliet, Illinois; Hubert M. Weaver, South Bend, Indiana; Robert M. White, Dallas; and E. C. Wright, Philadelphia.

Secretaries related to the committee include: August O. Becker, North Central Area; Arthur W. Hollister, West Central Area; J. Robert Knight, Ohio-West Virginia Area; James F. Mummery, Illinois Area; and H. Russell Rymer, National Council.

New Film on Interfaith Understanding Available

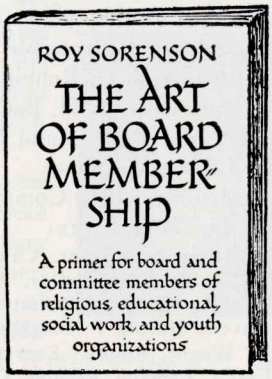
One God—The Ways We Worship Him, a film based on Florence Mary Fitch's book by the same title, is now available from Association Films.

One God presents the three major religious faiths—Protestant, Catholic, and Jewish—in an interesting and absorbing fashion. The most important characteristics and forms of worship of each faith are shown.

The film is available at a daily rental of $10 or a weekly rental of $25 from Association Films, Inc., 35 West 45 Street, New York 19, N. Y., or from any of the regional exchanges.

Coming this Month—A New Book on Board Membership

Scheduled for publication by your favorite national publishing house before February 1 is Roy Sorenson's *The Art of Board Membership,* as up-to-date and helpful a handbook for Y.M.C.A. presidents and directors to spend an evening or two with on nights when their wives are out to Y.W.C.A. board meetings as anything you can lay your hands on.


ROY SORENSON
THE ART OF BOARD MEMBERSHIP
A primer for board and committee members of religious, educational, social work, and youth organizations

Mr. Sorenson is managing director of the San Francicso Young Men's Christian Association and a recently-elected member of the National Board. He was formerly an associate general secretary of the National Council. From wide administrative and survey experience he has isolated the facts about what makes boards and board members tick.

We respectfully suggest that this is a volume for *each* director—not just one to rest all by itself on the general secretary's shelf—and in token thereof Association Press offers price concessions to Y.M.C.A.'s, especially in dozen lots.

We were arrested by a paragraph from the foreword written by Harper Sibley, director and former president of the Rochester (N. Y.) Y.M.C.A., chairman of the National Board, and former president of the United States Chamber of Commerce:

> This book performs a very useful service for those of us who have been chosen by our contemporaries to conduct our common business. Mr. Sorenson develops insight for all of us in specific methods—defining the jobs of boards, committees, chairmen, and executives. He gently coaches chairmen on how to plan and handle a good meeting. His trenchant, succinct style enlivens the subject matter. His caricatures of undesirable behavior by board members and executives should go far to lampoon such habit patterns into less prevalence, while his emphasis on the practical politics and social spirit vital to board negotiations should do much to smooth out the personal relations inherent in any functioning group.

Mr. Sibley thinks *The Art of Board Membership* will be very useful to members of community chest and social service agency boards and to members of official boards of churches, too, but that its value is not limited to board members of non-profit organizations.

The whole book is good, but a lot of presidents and directors are going to get a lot of help especially from the chapters on composition of boards, board meetings, and the job of the chairman. And even directors and secretaries who can't read are going to have a lot of fun with the illustrations. ("Are we really like that?")

At $1.50 per copy when bought in lots of twelve or more, or at $1.60 per copy for one to eleven, how many do you want? These are prices to Y.M.C.A.'s; regular price is two dollars. (Don't tell the editor—and commentator—how many you want; tell Association Press, 291 Broadway, New York 7. And we advise you to work on the $1.50 figure. That's cheap for the possibility of starting a couple of dozen good men and true toward being bigger and better presidents and directors.)

► The National Board expects to add to the materials available to help lay leaders of the Associations in performing their tasks. Scheduled for publication later in the year is a new handbook for group leaders in the boys' work program of the Y.M.C.A., a manual produced by a commission under the chairmanship of Howard H. Kustermann, general secretary in Colorado Springs.

J. E. S.

Study of Religious Effectiveness Commended

Ray Johns, general secretary of the Boston, Y.M.C.A. and chairman of the Committee on Research of the Association of Secretaries, recently had this to say about *Building Christian Personality and a Christian Society,* the report of a study of the religious effectiveness of city Y.M.C.A.'s by James W. McCandless:

> The report of Mr. McCandless' study of religious effectiveness of Y.M.C.A.'s throws a great deal of light on this basic problem.
>
> It certainly is important to learn that 56 per cent of the members who responded to the poll stated that their Y.M.C.A.'s "creditably interpret Christian living . . . to their members," and that 69 per cent said that the Association has strengthened them in their Christian living. I know Mr. McCandless tried to get a representative sampling of members, but even if these replies come from a selected group, they are a source of considerable encouragement.
>
> The rating of the character, quality and influence of staff members and volunteers, as more important than program itself, is also significant. This finding is consistent with those of other studies which consider inter-personal relationships.
>
> The study is encouraging but it is no reason for complacency. If we apply the "measuring stick" Mr. McCandless presents, we shall quickly see how far short we fall. At the same time, we can see ways to improve.
>
> The report presents a mass of technical material in a surprisingly lucid way. The facts and conclusions stand out clearly.
>
> Board and committee members will be interested in this material. It is important for them. It can also be useful for staff planning and training.

This report sells at $1.00 a copy, no discounts. Has it been studied by your staff, leading laymen, ministerial advisers, Christian emphasis committee? It should be.

New Book on Religion in Public Schools

Most of us in the Y.M.C.A. are interested in the present widespread discussion of the place of religion in public education. With others, we know we want to maintain separation of church and state. But we know, also, that we do not want a completely secularized education—one that seems to say that religion and churches are unimportant.

The place of Religion in Public Schools by Virgil Henry is a constructive and practical volume to help us all to think about this highly controversial theme and may help to clear away some of the confusion. The author describes how a number of communities have found it possible, without injecting sectarian bias, to vitalize instruction in the spiritual values and to organize the whole situation in a community in order to bring this type of instruction into existence.

Professor Harrison S. Elliott, chairman of the "Y" Association Press Committee, who has read the volume, says of it:

> Dr. Virgil Henry's book on *The Place of Religion in Public Schools* is distinctive among the many books, pamphlets and articles on the subject. In a majority of

these the theoretical issues are considered. Dr. Henry discusses the practical problems as they are faced in schools and communities. . . . This is not an arm-chair consideration of the possibilities for Dr. Henry has had extended experience in public education both as teacher and principal and discusses the problems realistically in terms of actual conditions.

To be published by Harper & Brothers on January 4, this report may be obtained from Association Press at $2.50 per copy.

New Lifesaving Manual Out

In the new *Manual of Lifesaving and Water Safety Instruction,* Charles E. Silvia, professor of physical education at Springfield College, has written a scholarly but practical book based on his extensive studies and teaching in the field of aquatics. Thomas Kirk Cureton, Jr., chairman of the Y.M.C.A. Aquatic Committee, says of the book, "It covers the theory irrespective of any organization bias and stands as the most careful summary ever made. All instructors of lifesaving should use it as a basis for their classes."

The manual, which is profusely illustrated, has chapters on organization and administration of instruction, teaching lifesaving and water safety,

Order from Association Press, 291 Broadway, New York 7, N. Y., at $4.50 each.

How to Use Devotional Services in "Y" Meetings

During 1949 more than 300 Associations used the monthly devotional services prepared under the auspices of the National Board's Committee on Christian Emphasis and Church Cooperation. The national office plans to continue issuing these services during 1950 if there is sufficient demand.

The following suggestions based on good experience have been offered to local Associations for the use of these devotional services.

1. Provide a copy for each person present at board meetings or other group gatherings. If your Association duplicates its own copies, confine the material to a single page. The devotional sheet is often attached to the agenda for the meeting.

2. Appoint a leader for each meeting, preferably a different person each month. Send a copy to him before the meeting so that he can become familiar with its contents and enter into the spirit of the service. Select a leader who has an interest or conviction on the subject content of the particular service.

3. It is very important that the leader make a few introductory comments that will create a favorable mood. An abrupt opening detracts greatly from the effectiveness of the service. These comments may include a reference to the author, or the subject of the month, or the fact that many other groups are using the same thoughts for their devotions, etc.

4. Most groups find that standing during the entire service fosters a greater unity and spirit of reverence.

5. Some leaders may wish to make additional comments, depending upon the time usually allotted to a period of devotion. Extra readings or prayers may be introduced at the discretion of the person in charge.

6. There is wisdom in using these services regularly in monthly meetings so that members learn to feel that the spirit of quiet thought and reverent approach together to God in prayer is an integral part of the Association's life.

7. Where Associations are accustomed to provide their own leadership and thoughts for such periods of devotion, these monthly services may be suggestive and helpful to the leader even though they are not used by the group.

Subscriptions for the worship services should be sent to Committee on Christian Emphasis and Church Cooperation. The cost is $.75 per year for a single copy each month, $2 per year for 10 to 20 copies monthly, and $3.00 for 21 to 40 copies.

Management Development Program Undertaken by N. C. I. M. C.

Y.M.C.A. clubs of foremen and supervisors will have special assistance in organizing educational groups through a management development program recently launched by the National Council of Industrial Management Clubs.

Joseph T. Allmon has been appointed special educational consultant. He has prepared a manual, *How to Organize and Conduct an Industrial Management Group,* which is being published by Association Press. During the next few months he will visit the clubs and consult with their educational committees. Mr. Allmon comes to the N.C.I.M.C. from the Western Electric Company, where he has served as personnel counselor with responsibilities in the field of opinion research training and conference leadership. His appointment is made possible by a special grant from the Foremanship Foundation.

The plan worked out by a special committee and tested experimentally among member clubs has been found an effective way for clubs to help members gain confidence in themselves and a broader knowledge of their responsibilities as management men. It calls for a series of meetings with an able discussion leader continuing through the series and different experts each week to answer questions on the topic of the evening. The questions are selected by the group in the closing forty-five minutes of its previous session. Such subjects as the following are selected for the series: What is profit and what does it do? What is the foreman's role in management? What are wages and what makes them possible? What part should the foreman play in community relations? How does labor legislation of all kinds affect industry? Experimental groups have listed up to twenty-five questions on these topics. The "speakers" are practical men in industry who are ready to talk on the actual questions which men want answered.

Y.M.C.A. to be Featured in February "Coronet"

The February issue of *Coronet Magazine,* on the newsstands January 25th, will feature a 16-page article telling a dramatic story of the Y.M.C.A. in words and pictures. Written by Carol Hughes and illustrated with photographs by Jerry Cooke, the article will bring *Coronet's* 10,000,000 readers a fresh, moving concept of the Association.

Coronet has packed into its 16 pages probably more facts about the Y.M.C.A. than have ever appeared in any similar effort. On the newsstands January 25.

A Strong, Constructive Influence

(Continued from page 1)

day. I doubt whether there are many American boys who cannot tell you who he is and what he has done. He has developed as many great baseball players as any man living. (I probably underestimate his achievements in that field —but I will be conservative.)

Jackie Robinson is one of the most widely respected men in baseball today. There probably isn't a sandlot in the nation where his name is not a by-word. Just recently, as you know, he was named the most valuable player in the National League and last week he received one of the first Freedoms Foundation awards for a significant contribution to the American way of life.

The story of Branch Rickey and Jackie Robinson is too familiar to need any telling here this evening. Together these two men determined to win a wider field of opportunity for young American boys in baseball. They undertook a difficult task. And they succeeded.

What we should observe, I think, is that without an individual willing and able to fight—a Branch Rickey—and without an individual with the courage to go through the fire in such a way as to command the respect of everyone —a Jackie Robinson—a very significant advance could not have been made.

Mr. Rickey is, to be sure, a key figure in the baseball world. But it took courage to do what he did. It was a notable achievement in the field of baseball, and an important forward step in the field of human rights.

What we should remember, I think, is that the achievements of institutions are but the achievements of individuals. Organizations, it has been said, are only the lengthened shadows of individual men and women. Whatever progress is made will be made by individuals and will have behind it the character and qualities of individuals. This truth puts on each one of us individually a responsibility we cannot escape.

All of you in this room can recall many examples of men whose basic worth and character have exerted a strong influence on the progress of this community. One is very close to us tonight—a man, born in North Carolina, who came here and eventually joined the New York police force. He was a member of the Harlem Y.M.C.A. when it was down on 53rd Street. For thirty years he served with the New York Police and when he left the force he had risen to the rank of Lieutenant.

Few of your friends are more widely known or respected here for courage, initiative, self-sacrifice, or a sense of the public welfare. His story is an inspiration to youngsters everywhere. He attracted widespread attention for his heroic action back in 1919 during the so-called "straw hat" riots. One of his fellow officers shot a man and no one doubts he would have been lynched except for this friend of yours who fought his way to the center of the mob and rescued this patrolman in the face of great personal danger.

In another instance, after the riots of 1935, an official of the police department is quoted as saying: "If we hadn't been able to get him on the street in uniform, I'd hate to think what might have happened. The minute the mob saw him, they quieted down."

I am referring, of course, to the man who succeeded Lou Gehrig on the New York City Parole Commission, our distinguished toastmaster—Commissioner Battle.

It is, I believe, one of the great sources of strength in a free world that successful men and women recognize that they owe something in return for their success. It was made possible by freedom of opportunity and they recognize a debt to the society which gave them their chance.

The power of the individual—all by himself—with no other weapons than a sense of mission and a cause, has been tremendous throughout history.

A third truth which I would bring to your attention is, I am certain, in the minds of all of us on an occasion such as this, that is:

The future lies with youth.

I am sure we would all agree that what we do for young men and women who are growing up to assume the responsibilities of the world of tomorrow is more important than what we do for ourselves. I am sure this is in the minds of men like Jackie Robinson and Roy Campanella when they associate themselves with the work of the Harlem "Y"—and it certainly must be a principal factor in the support which the Branch receives from members of the Century Club and leaders in the world of sports who work with it.

We are so accustomed to saying that the future lies with youth, I think we may pass over it too easily and take it for granted. Because it is impossible to look around us at the youngsters of today and know which of them will be the leaders of tomorrow, we may not feel the full force of this truth. We are dealing with the unforeseeable future. But I think it is brought home to us when we look at the present leadership and consider how much some of the respected and influential leaders of today owe to the Harlem "Y" of yesterday—and to the efforts of just such men as those who are helping now.

I have one particular instance in mind—a man who had a very difficult time as a youngster. He describes himself today as a "wild kid," a member of a tough gang.

He lived near the present Harlem "Y" building and he first visited the "Y" unwillingly at the suggestion of one of the boys. But the experience had an immediate effect on him. He remembers the surroundings, the program, and the personality of the director of boys' work, William C. Anderson, and his assistant, Henry C. Parker. When he explained he couldn't pay anything, the "Y" got a scholarship for him. After the first year, he says, he always managed to earn enough to pay his way at the "Y."

The influence of your organization on this young man was very great. He himself says he "might have been floundering around yet" if it hadn't been for the help he received. As he grew older, he planned to go to vocational school, but after a basketball game in which he played for the "Y" against De Witt Clinton, the coach called at his home and urged him to enter that school.

Many of you here — particularly those of you who are associated with sports—remember him as an outstanding basketball player. In fact, he became captain of the Columbia University basketball team in 1932 and is remembered very well at Columbia as one of

the "all-time greats" of basketball there.

Today you know him as a most useful and distinguished citizen—Director of Forest House, the Community Center in the Bronx. His name is George Gregory.

I am sure that there are a great many other instances like this, unquestionably far more than any of us know because some successful men of today may owe much more than they realize to institutions like yours; and others may not have thought to tell you how much they owe.

With such examples in our minds, we can see very clearly that what we do with and for youth is indeed very important. As Commissioner Battle once said: "Delinquents are not born that way." "The future lies with youth" is no empty phrase.

Before I leave this point, I would like to emphasize that it is good for *us* to work with youth. As we move along in life, we are always in danger of losing the impulse to push hard for better things. Our minds and our consciences sometimes find it easier to settle down in comfortable chairs. It takes a lot of energy to do fine things. By working with youth I think we all get a reenforcement of our hope, our faith and our optimism. Young people have a sublime quality of optimism—and to achieve greatly we must always have hope. We need to believe that better conditions are not only needed, they are possible. Working with youngsters gives us a new urge to progress, and a new faith in progress.

There is one more truth which I would like to bring to your attention. It seems to me to be especially important. I would state it something like this:

It is essential to see clearly what we are for, not simply what we are against —and then to move toward positive objectives.

This truth, I must confess, is very close to my heart. I can't help but feel that we too often use up our energies in being against things and don't give enough attention to the things we are for. We are against communism, totalitarianism, tyranny, suppression of the individual, and a great many other things. But do we often enough hold up for ourselves a positive image of the things we believe in and want to achieve? With a positive emphasis supported by action we make faster progress toward our goals for we release the dynamic energizing quality of faith and are loosened from the bonds of fear.

I am reminded of the story of a very young man—a farm boy—whose quick tempered father sent him off to London and apprenticed him to a draper because the youngster had clumsily overturned a load of hay. This boy—he was in his teens—was so small that he was at first refused work in the city. He was nervous and high strung. He had already "failed" as a farmer and you would not expect much to come of him.

Over a period of time the young apprentice saw many things he did not like in the England of his day—the early part of the 19th century. A new force had been let loose in the world by the Industrial Revolution. In the end it was to make possible a higher standard of living for more people than the world had ever seen before, and it was to give us the opportunities for great material progress which still lie ahead. But at that time—more than a hundred years ago—it was creating tragic conditions for many people in England. Young men were being ground down by poverty and long working hours. They were turning in desperation to crime and evil ways.

The response of this "unimportant" young man was to bring together a group of eleven other young men. Together they formed a friendly fellowship with positive objectives. Their program was developed around what they believed in—what they were *for* rather than what they were *against*. They were for Christianity, brotherhood, fellowship, morality, and decent living. Of course they were against immorality, Godlessness, and the inhuman conditions in which many young men found themselves.

What they created was an organization which has lived more than a century and which has attracted the support of great and fine men down the years. I refer, of course, to the Young Men's Christian Association and its founder, George Williams.

As you know, this young man was later knighted by Queen Victoria, and when he died in 1905 at the age of 84, he was buried in St. Paul's Cathedral, where he lies today near Lord Nelson and the Duke of Wellington.

As I read the history of George Williams and other men like him, I

(Continued on page 8)

Interracial Experiences of Y.M.C.A. Camps

When the Advisory Committee on Y.M.C.A. Camping met in New York, on December 6, it reviewed a report of experiences in interracial camping conducted by 77 of the 167 Associations which reported that they were sponsoring interracial programs.

The reports indicated that substantial progress in interracial experience is being made in 69 of the 77 camps. Eight camps reported that their policy provides for interracial experiences but that they had received no applications from either racial or national minorities.

The camps are located in the following sixteen states and one territory: Pennsylvania—5, New Jersey—5, New York—11, Connecticut—2, Massachusetts—7, New Hampshire—2, Maine—1, Michigan—14, Illinois—3, Wisconsin—2, Minnesota—3, Kansas—1, Iowa—2, California—12, Oregon 3, Washington—3, and Hawaii—1.

Seven different racial and national minorities were represented. Reports from the 77 camps indicated that 54 serve Negroes, 16 Chinese, 10 Mexicans, 4 American Indians, 3 Japanese, 1 Cuban, and 1 Hawaiian. Seventeen camps enroll Jewish as well as Protestant and Catholic youth. In terms of the individuals attending camp these figures represent 751 Negroes, 103 Mexicans, 41 Chinese, 25 Hawaiians, 13 American Indians, 11 Japanese, and 4 Cubans; 279 Jewish youth are also enrolled. The ratios of minorities to other campers at any one time ranged from 1—1.5 to 1—135.

Thirty-four camps have minorities represented in major staff and counselor positions. These individuals include 57 Negroes, 9 Chinese, 5 Mexicans, 3 American Indians, 1 Hawaiian, and 1 Japanese. Ten camps had Jewish staff members as well as Catholics and Protestants.

Secretarial Changes

Reported by the Personnel Services, National Council, December 1, 1949

NEW ENTRANTS

*Bolton, W. B., Jr., Phys., Fries, Va.
*Elberfield, John, Dean Jr. Coll., Worcester, Mass.
*Entler, D. H., Asst., R. R., Washington, D. C.
*Farrar, L. J., Jr., Boys & Youth, Gloucester, Mass.
*Fox, W. K., Memb. & Sr., Prog., Waukegan, Ill.
*Haefele, E. T., Asst. Gen. Prog., Hyde Park, Chicago, Ill.
*Harper, Estell, Boys, Hayes-Taylor, Greensboro, N. C.
*Himebaugh, R. F., In Training, A. S., El Paso, Tex.
*Lobb, W. B., In Training, A. S., San Diego, Cal.
*Mann, Mona R., Asso. Prog., Central, San Francisco, Cal.
*Morgan, H. A., Asso. Boys, Prospect Park, Brooklyn, N. Y.
*O'Melia, R. A., Boys, Humboldt, Buffalo, N. Y.
*Parker, B. J., Exec., Bay View, Milwaukee, Wis.
*Polk, R. L., Asst. Boys, Downtown, Minneapolis, Minn.
*Stejskal, A. J., Asst. Boys, Cedar Rapids, Iowa
*Weeks, W. F., Asso. Phys., Huntington, W. Va.

REENTRANTS

Hughes, Clifton, Asst. Memb., W. Side, New York, N. Y.
Morales Alamo, V. M., Phys., San Juan, P. R.
Towne, C. E., Sec., R. R., Rouses Point, N. Y.

TRANSFERS

Appleton, J. G., Asso. Gen. Sec., Met. Bd., Youngstown, Ohio
Briggs, C. M., Instr. Sociology & Group Work, George Williams College, Chicago, Ill.
Burgess, A. O., North West Dist., Pa. State Comm., Corry, Pa.,
Burwell, W. H., Asso. Gen. Sec., Met. Bd., Youngstown, Ohio
Caldwell, H. M., Asso., Ky. Dist., Southern Area Council, Louisville, Ky. (State Exec. Ky.)
Chenoweth, M. H., Phys., Holyoke, Mass.
Corey, Manuel, Community, Louisville, Ky.
Dobbins, C. E., Gen. Sec., Keokuk, Iowa
Gardner, W. A., Gen. Sec., Tacoma, Wash.
Hawkins, N. M., Asso. Boys, Birmingham, Ala.
Huggins, O. R., Memb. & Young Adult, Little Rock, Ark.
Hunneke, H. H., Jr., Asso. Gen. Sec., Met. Bd., Youngstown, Ohio
Favor, Thurston, Boys, Huntington Ave., Boston, Mass.
Kocher, H. W., Boys, Gen. Sec., Dover, Del.
Larsen, E. J., Boys, Peoria, Ill.
Lash, O. R., Exec., Columbia Pkway, Cincinnati, Ohio
McCaslin, J. J., Boys, Butler, Pa.
McGeath, Orlo, Gen. Sec., Middleboro, Mass.
MacLaughlin, D. T., N. W. Dist., Ga. State YMCA, Rome, Ga.
Marks, Eleanor W., Women & Girls, Tulsa, Okla. to Gr. 2 status
Montgomery, Elinor Y., Women & Girls, Elkin, N. C.
Moorhead, Kenneth, South West Dist., State Comm., Greensburg, Pa.
Mosley, J. W., Boys, Paseo, Kansas City, Mo.
Nichols, George, Jr., Prog., Central, Denver, Colo.
Pratt, J. H., Boys, Streator, Ill.
Royse, Martha L., Prog., A. S., Guam
Salmon, A. D., Gen. Sec., Binghamton, N. Y.
Saubert, C. W., Phys., Dubuque, Iowa
Schmehl, R. H., Asso. Gen. Sec., Tarrytown, N. Y.
Shull, H. D., Gen. Sec., Connersville, Ind.
Smith, B. U., Gen. Sec., Woburn, Mass.
Stewart, V. P., Phys., Augusta, Ga.
Waring, J. L., Phys., Met. Bd., Youngstown, O.
Wheeler, R. D., Turner Station Sec., Met. Community, Baltimore, Md.

SEPARATIONS

Babcock, R. C., Phys., Phoenix, Ariz.
Beil, T. R., Boys, 111th St., Chicago, Ill.
Burner, H. M., Phys., Aberdeen, S. D.
Conrad, E. O., Comm., Southwest, Los Angeles, Cal.
Copp, J. D., Asso. Boys, Newton, Mass.
Dangerfield, H. J., Gen. Sec., Lincoln YMCA, Summit, N. J., dec.
Gumb, R. R., Asst. Gen. Sec., Lawrence, Mass.
Harrell, Mary E., Women & Girls, Elkin, N. C.
Hay, E. H., Asst. Bus. & Res., W. Side, New York, N. Y., lv. abs.
Hoffman, R. L., Dorm., Memb., St. Petersburg, Fla.
Jones, Jeanette W., Ogden Park Girls, Southtown, Chicago, Ill.
Kidd, Sunshine, Prog., USO, Lawton, Okla.
Kopas, J. S., Coop. Train., Fenn College, Cleveland, Ohio
Lyon, Mary L., Women & Girls, Stockton, Cal.
Mead, W. H., Gen. Sec., Omaha, Neb.
Melvin, C. C., Adult Prog., Leigh St., Richmond, Va.
Peterson, G. A., Exec., Tolland Co., Rockville, Conn.
Ramsey, P. H., Memb., Corpus Christi, Tex.
Rogers, R. R., Boys, Corpus Christi, Tex.
Sadler, R. R., Phys., Warren, Ohio
Schultz, F. F., Boys, Peoria, Ill.
Shively, Kathryn A., Girls, Santa Barbara, Cal.
Solow, A. J., Asso. Phys., Hannan Memorial, Detroit, Mich.
Thompson, R. V., Exec., Russell Colgate, Orange, N. J.
Tyo, R. S., Asst. Prog., Central, Cleveland, Ohio
Wolcott, O. E., Phys., Pomona, Cal.

RETIRED SECRETARIES

McLeod, N. D., Gen. Sec., Duluth, Minn. Address: 317 N. 23rd Ave., E. Duluth 5, Minn.
Todnem, Lawrence, World Youth Fund, International Services, National Council, New York. Address: 291 Broadway, New York 7, N. Y.
Ward, W. E. D., Dir., USO, Charleston, S. C. Address: 31 Bank St., Lebanon, N. H.

ADVANCED FROM JUNIOR SECRETARY TO SECRETARY UNDER CLASSIFICATION PLAN

Ashmus, R. L., Asst. Prog., Northeast, Cleveland, Ohio
Bruemmer, A. P., Indus. Health & Rec., Bridgeport, Conn.
Flowe, W. H., Boys, Kannapolis, N. C.
Francis, Joseph, Prog., Broadview, Toronto, Ont.
Greene, N. C., Asso. Boys, Tacoma, Wash.
Hanson, W. S., Boys, Duluth, Minn.
Hummel, A. J., Exec., East Side, Wichita, Kans.
Kiehne, F. C., Jr., Stud. & Comm., Southtown, Chicago, Ill.
Luckey, E. K., Gen. Sec., R. R., Port Jervis, N. Y.
Milbourn, A. W., Young Men's, Central, Baltimore, Md.
Miller, C. H., Memb., Wilkes-Barre, Pa.
Morse, J. R., Boys, Utica, N. Y.
Palmer, C. S., Prog., Wm. Sloane House, New York, N. Y.
Sneyd, H. S., Prog., Hamilton, Ont.
Sprague, Thelma V., Girls, Alhambra District, Cal.

* Junior Secretaries.

A Strong, Constructive Influence

(Continued from page 7)

can't escape a strong feeling that a large part of their strength lay in the fact that they started out by being *for* something and then drove vigorously toward their positive objectives.

These four points that I have brought to your attention tonight are, in my judgment, basic to our way of life, our times and even our future.

Unless we as individuals and as a nation have the highest purposes, we cannot hope to achieve greatly.

Unless we recognize that our progress hinges on the basic worth and character of the individual, and that the individual's responsibilities are as important as his rights, we will increasingly tend to sit back and say: "Let the Government do it."

Unless we sufficiently appreciate that the future lies with youth, we may find that future generations are not adequately prepared to meet the increasing responsibilities which will be theirs.

And finally, unless we see clearly what we are for and do something positive about it, we will miss a challenging opportunity to assume a position of dynamic leadership in our troubled world today.

With recognition of the foregoing and appropriate action, we can face the future with hope and with confidence.

The men whose names I have taken the liberty of mentioning tonight are only a few of the many known to you who in their lives have acted in accordance with these truths. Many others of your good friends—like Dr. Channing Tobias, for example—come immediately to mind. I know the list is long. It is a proud company.

Dimock, Chisholm Accept New Assignments on Transportation Staff

Effective January 1, T. A. Dimock of the Transportation Department staff becomes responsible for Railroad Y.M.C.A. work west of the Mississippi River, associated with Paul C. Clagett. Mr. Dimock has been a member of the staff of the National Council of Canada, giving one-third of his time to Railroad Y.M.C.A. work in the United States. His headquarters will be at 20th and Eugenia Streets, St. Louis 3, Missouri.

Manley G. Chisholm, secretary for personnel with the Canadian National Council, becomes a member of the Transportation Department staff, dividing his time between supervision of railroad work in New England and in Canada. His headquarters will be at 21 Dundas Square, Toronto, Ontario, and 291 Broadway, New York 7, New York.